

BLUE RIBBON TASK FORCE ON THE MERIT SYSTEM  
MEETING  
NOVEMBER 16, 2005 – 10:00 A.M.

MINUTES

**Members Present:**

Joy Moore	Juan G. Rodriguez
Fontaine Banks, Jr.	Sarah Hall
Tim Coleman	Vickie Yates Brown
Todd Hollenbach	Laura Babbage
Barbara “Janey” Moores	Karen Neeley
Don Dampier	Senator R.J. Palmer
Secretary Erwin Roberts	Senator Dan Kelly
Secretary LaJuana Wilcher	John Brown
Representative Michael Cherry	

**Members Absent:**

Jack Smith  
William Lear  
Representative Jeff Hoover

The Blue Ribbon Task Force on the Merit System was called to order by Chairman Erwin Roberts at 10:00 a.m. on November 16, 2005 in Room 131, Capitol Annex, and Frankfort, Kentucky.

Chairman Roberts then asked for the roll call. During Roll Call, the following members were noted as absent: Jack Smith, William Lear, Representative Mike Cherry, and Representative Jeff Hoover. (Representative Cherry arrived a few minutes after the roll call was complete).

Chairman Roberts asked for a motion to approve the minutes of the October 18, 2005 meeting of the Blue Ribbon Task Force on the Merit System. Motion to approve the minutes was made by Secretary Wilcher and seconded by Todd Hollenbach, all members being in favor, the motion to pass the minutes of the October 18, 2005 meeting of the Blue Ribbon Task Force carried and therefore approved.

Chairman Roberts then gave a brief update on the employee input sessions. Chairman Roberts advised that there had been twelve meetings in ten cities. Approximately 1,550 employees attended to the various meetings in Frankfort, Somerset, Henderson, Lexington, Bowling Green, Covington, Prestonsburg, Hazard, Kentucky Dam Village and Louisville. All of the information received from the employees was provided to each Task Force member. Chairman Roberts advised that twenty-two employee suggested recommendations were generated during the employee input meetings, and pointed out that the main areas of interest were as follows:

- Maximum salary
- 40-hour work week
- Career tracks

Chairman Roberts suggested that, if there were a motion to do so, that these employee recommendations be included in the final report to the Governor and to the Legislature for their consideration. Motion to include the twenty-two employee suggested recommendations in the final report to the Governor was made by Secretary Wilcher and seconded by Barbara Janey Moores. All members being in favor, the motion to include the twenty-two employee suggested recommendations in the final report to the Governor carried.

The Task Force discussion then turned to the preliminary recommendations and the Task Force's final position on each. The outcome of the vote on each preliminary recommendation was as follows:

Recommendation 1: Motion to approve Recommendation 1 with the first proposed amendment was made by Representative Cherry and seconded by Todd Hollenbach, all members being in favor, the motion to approve Recommendation 1 with the first proposed amendment unanimously carried.

Recommendation 7: After thorough discussion, motion to approve Recommendation 7 as modified was made by Senator Kelly and seconded by Sarah Hall. A vote being called and roll call requested the final vote was as follows:

YES	NO	ABSENT
Joy Moore Juan Rodriguez Sarah Hall Tim Coleman Vickie Yates Brown Todd Hollenbach Laura Babbage John Y. Brown Barbara Janey Moores Karen Neeley Don Dampier Secretary Roberts Senator Kelly Secretary Wilcher	Fontaine Banks, Jr. Senator Palmer Representative Cherry	Jack Smith William Lear Representative Hoover

With 14 "yes" votes, 3 "no" votes, and 3 members absent, the motion to approve Recommendation 7 as modified carried.

Recommendation 2: Motion to approve Recommendation 2 was made by Todd Hollenbach and seconded by Barbara Janey Moores. A vote being called and roll call requested the final vote was as follows:

YES	NO	ABSENT
Laura Babbage John Y. Brown Vickie Yates Brown Tim Coleman Don Dampier Sarah Hall Todd Hollenbach Joy Moore Barbara Janey Moores Karen Neeley Secretary Roberts Juan G. Rodriguez Secretary Wilcher	Fontaine Banks Representative Cherry Senator Palmer	Representative Hoover Senator Kelly William Lear Jack Smith

With 13 “yes” votes, 3 “no” votes, and 4 members absent, the motion to approve Recommendation 2 carried.

Recommendation 3: Motion to approve Recommendation 3 was made by Representative Cherry and seconded by Todd Hollenbach, all members being in favor, the motion to approve Recommendation 3 unanimously carried.

Recommendation 8: Motion to approve Recommendation 8 was made by Secretary Wilcher and seconded by Tim Coleman. After thorough discussion, another motion to approve Recommendation 8 was made by Todd Hollenbach and seconded by Tim Coleman, all members being in favor, the motion to approve Recommendation 8 unanimously carried.

Recommendation 20: Motion to approve Recommendation 20 was made by Representative Cherry and seconded by Senator Palmer, all members being in favor, the motion to approve Recommendation 20 unanimously carried.

Recommendation 21: Motion to approve Recommendation 21 was made by Fontaine Banks and seconded by Senator Palmer, all members being in favor, the motion to approve Recommendation 21 unanimously carried.

Recommendation 22: Motion to approve Recommendation 22 was made by Fontaine Banks and seconded by Senator Palmer, all members being in favor, the motion to approve Recommendation 22 unanimously carried.

Recommendation 4: Motion to approve Recommendation 4 was made by Barbara Janey Moores and seconded by Fontaine Banks, after thorough discussion, all members being in favor, the motion to approve Recommendation 4 unanimously carried. Additionally, motion to include language that states that the Task Force supports the Legislature appropriating funds to allow the Personnel Cabinet to conduct background checks on future employees was made by Senator Palmer and seconded by Laura Babbage, all members being in favor the motion to include language that states that the Task Force supports the Legislature appropriating funds to allow the Personnel Cabinet to conduct background checks carried.

Recommendation 5: Motion to approve Recommendation 5 was made by Representative Cherry and seconded by Senator Palmer, all members being in favor, the motion to approve Recommendation 5 unanimously carried.

Recommendation 6: Motion to approve Recommendation 6 as amended was made by Fontaine Banks and seconded by Senator Palmer, all members being in favor, the motion to approve Recommendation 6 unanimously carried.

Recommendation 9: Motion to approve Recommendation 9 was made by Fontaine Banks, Jr. and seconded by Representative Cherry, all members being in favor, the motion to approve Recommendation 9 unanimously carried.

Recommendations 10 & 14: Motion to approve Recommendations 10 & 14 (combined) was made by Fontaine Banks, Jr. and seconded by Representative Cherry, all members being in favor, the motion to approve Recommendations 10 & 14 unanimously carried.

Recommendation 11: Motion to approve Recommendation 11 was made by Representative Cherry and seconded by Fontaine Banks, Jr., all members being in favor, the motion to approve Recommendation 11 unanimously carried.

Recommendations 12 & 15: Motion to approve Recommendations 12 & 15 (combined), as amended, was made by Representative Cherry and seconded by Fontaine Banks, Jr., all members being in favor, the motion to approve Recommendations 12 & 15 (combined) as amended, unanimously carried.

Recommendation 13: Motion to approve Recommendation 13 was made by Fontaine Banks, Jr. and seconded by Karen Neeley, all members being in favor, the motion to approve Recommendation 13 unanimously carried.

Recommendation 16: Motion to approve Recommendation 16 was made by Fontaine Banks, Jr. and seconded by Karen Neeley, all members being in favor, the motion to approve Recommendation 16 unanimously carried.

Recommendation 17: Motion to approve Recommendation 17 was made by Secretary Wilcher and seconded by Tim Coleman, all members being in favor, the motion to approve Recommendation 17 unanimously carried. Another motion to amend Recommendation 17 to include the words explore the need and feasibility of drug testing by Representative Cherry and seconded by Fontaine Banks, Jr. A vote being called and roll call requested the final vote was as follows:

<b>YES</b>	<b>NO</b>	<b>ABSENT</b>
Fontaine Banks, Jr. John Y. Brown Representative Cherry Don Dampier Todd Hollenbach Joy Moore Karen Neeley Senator Palmer	Laura Babbage Tim Coleman Sarah Hall Barbara Janey Moores Secretary Roberts Juan G. Rodriguez Secretary Wilcher	Vickie Yates Brown Representative Hoover Senator Kelly William Lear Jack Smith

With 8 “yes” votes, 7 “no” votes, and 5 members absent, the motion to approve the amendment to Recommendation 17 carried.

Recommendation 18: Motion to approve Recommendation 18 was made by Fontaine Banks, Jr. and seconded by Representative Cherry, all members being in favor, the motion to approve Recommendation 18 unanimously carried.

Recommendation 19: Motion to approve Recommendation 19 was made by Representative Cherry and seconded by Fontaine Banks, Jr., all members being in favor, the motion to approve Recommendation 19 unanimously carried.

Recommendation 23: Motion to approve Recommendation 23 was made and seconded, all members in favor, the motion to approve Recommendation 23 unanimously carried.

Recommendation 24: Motion to approve Recommendation 24 as amended to include the language “to exempt current employees from maximum salaries” was made by Senator Palmer and seconded by Representative Cherry, all members in favor, the motion to approve Recommendation 24 unanimously carried.

Recommendation 25: Motion to approve Recommendation 25 as amended to include the language “study, and as appropriate, use the evaluation process” was made by Karen Neeley and seconded by Senator Palmer, all members in

favor, the motion to approve Recommendation 25, as amended, unanimously carried.

Recommendation 26: Motion to approve Recommendation 26 as amended to include the language “encourage agencies to explore implementation of an optional 40-hour work week and compensate employees for the additional time” was made by Secretary Wilcher and seconded by Todd Hollenbach, all members in favor, the motion to approve Recommendation 26 as amended unanimously carried.

Recommendation 27: Motion to approve Recommendation 27 as amended to include the language “duties of elective office do not interfere with or create any conflict of interest with the state duties” and the language “Furthermore, the employee must give notice to his or her agency of the his or her intent to run for elective office upon said employee filing with the appropriate entity” was made by Representative Cherry and seconded by Tim Coleman, all members in favor, the motion to approve Recommendation 27, as amended, unanimously carried.

There being no further discussion, Chairman Roberts moved to adjourn at 12:50 pm.